HRC Overview

FY 07 Retention Training Seminar

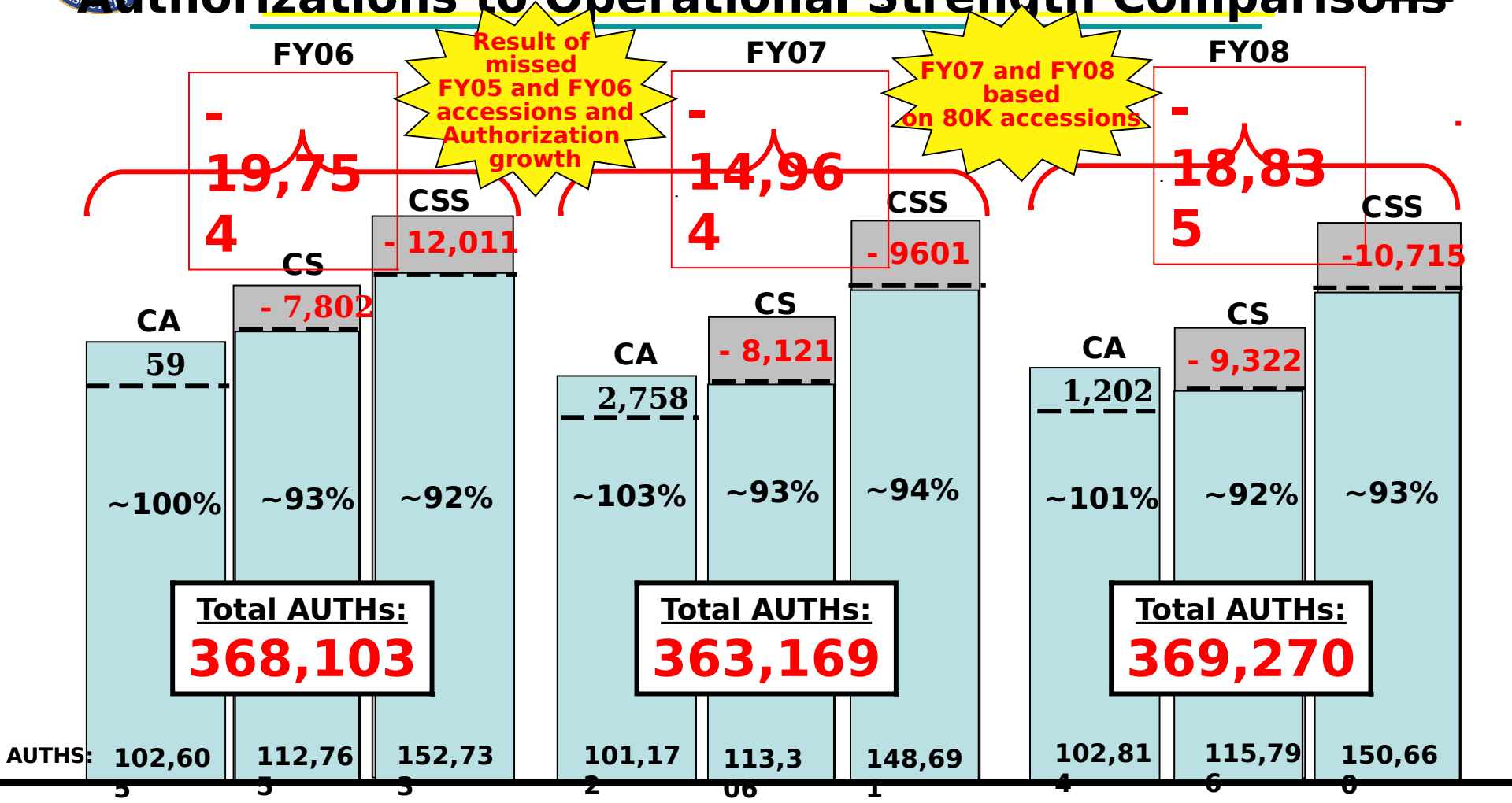
ENLISTED PERSONNEL MANAGEMENT DIRECTORATE

Agenda

- Operational Strengths
- Force Stabilization Policy and Rules
- HRC Manning Priorities
- Requisition Process
- Reset Plans

For Official Use Only

Force Alignment
Authorizations to Operational Strength Comparisons



For Official Use Only

Basic Force Stabilization Policy and Rules

Accessions

- HQDA Manning Guidance will be adhered to.
- Manage BCTs at the DMSL.
- Skill level 1 (SL10) for new units will be 80% new accessions and 20% other inventory.

Stabilization

- Soldiers assigned to CONUS installations will be stabilized for an extended period.
- Soldiers assigned to a lifecycle managed (LM) unit will receive AEA code "1", LM Unit Stabilization for 36 months after arrival.
- HAAP, stabilization of high school seniors, and other Soldier programs will be waived to support unit focused stability.
- Approval authority for allowing any Soldier to leave a LM unit before the end of his/her stabilization is the Director, EPMD; exceptions will be Soldiers accepted for ARSOF accession or The Old Guard/3rd Infantry

Assignment

- Reassignment from a BCT before end of lifecycle must be approved by the Director, EPMD.
- No PCS because of TOS.
- EFMP and compassionate reassignments will still occur.
- Soldiers may apply for Army programs (e.g., Airborne, Ranger, Drill Sergeant, Detailed Recruiter, MACP, etc.) but PCS at the end of the lifecycle.
- OCONUS Soldiers, serving on an unaccompanied tour, are given first consideration for return to the same CONUS installation.

Utilization

- Soldiers who must be reclassified due to PMOS disqualification will be reclassified and reassigned duties within the unit or on the installation to the maximum extent possible.
- Soldiers will be kept on the same installation to fill the needs of the Army, if possible, e.g., cross-post moves from TO&E units to garrison activities and back.

Promotion

- NCOES schools will be TDY and return during the Reset Phase or as TDY en route before arrival.
- No PCS based solely on professional development reasons.
- No PCS based solely on a Soldier's promotion.
- Assignment managers will consider projected grade and PMOS when making assignments to lifecycle managed units.

Strength & Fill

- Unprogrammed losses will still occur and will be replaced using IRS for critical/key positions; the IRS will continue to be used for over 50% of the force.
- Unprogrammed losses will be replaced in "packages" on an annual basis. Soldier assignments will be organized into these personnel packages and synchronized with a pre-determined 1 – 2 month period.

Retention

- Execution of reenlistment options for reassignment/ training will not occur until the end of the unit's lifecycle.
- Soldiers serving accompanied, overseas tours will be encouraged to remain at the overseas location for a second tour, using incentives such as IPCOT or OTEIP.
- Soldiers assigned to a lifecycle managed unit will be encouraged to remain with the unit for a second 36-month lifecycle.
- Soldiers may still apply for OCS, USMA, or other officer procurement programs at any time during assignment to a lifecycle managed unit; attendance will be deferred until the Reset Phase unless deferment would cause the Soldier to become ineligible.
- Soldiers who request voluntary reclassification will be deferred until the next Reset Phase.

HRC MANNING PRIORITY STANDARDS

1 — ≥ 95% fill (Deployed/Deploying 100% Aggregate)

Transition Teams (include training & support)

MCRUs (deployed/deploying)*****

AAMDCs

Special Mission Units

GWOT DMO

USCENTCOM (95%)
- CENTCOM HQ
- MNF-I
- MNC-I
- MNSTC-I
- PCO-I
- CFC-A

USSOCOM

USASOC (include CS/CSS)

CBRN

JTF-GMO

USA Element Joint Com Unit

USA Space & Missile Cmd (69%)

USA SMDC & Strat Force Cmd

GMD BDE/BN

Center for Army Analysis (CAA)

2 — ≥ 90% Aggregate

AC/RC (89%)(FY07=100%)

HQDA

OSD

JOINT STAFF

MEPCOM (86%)

USA Contracting Agcy

Acq Spt Center

USMA

USNORTHCOM (93%)
- ARNORTH*

Old Guard

DAIG

USA Element WH Com Agcy

Cont Integ Spt Agency

TRADOC(-)** (95%)
- CTC (including 11ACR)
- SGL (93%)
- IET
- Schools
- RTB
- USAREC
- CDT CMD (PMS only)

UNIFIED CMDs (-)
- USEUCOM
- USJFCOM
- USPACOM
- USSOUTHCOM
- USSTRATCOM
- USTRANSCOM
- USFK/EUSA****

NETCOM

HRC

DMO(-)

INSCOM (5 Bdes)

ARCIC

CAC

3 — ≥ 80% Aggregate

EAD/EAC TROOPS
- FORSCOM HQ
- USAREUR HQ
- USARPAC HQ

TRADOC(-)**
- ACC
- UAMBL
- AWC

TRAC
- TRADOC HQ
- SATMO

Other TRADOC

DOD AGENCIES

NGB

IMA

ATEC

OTHER FOAs

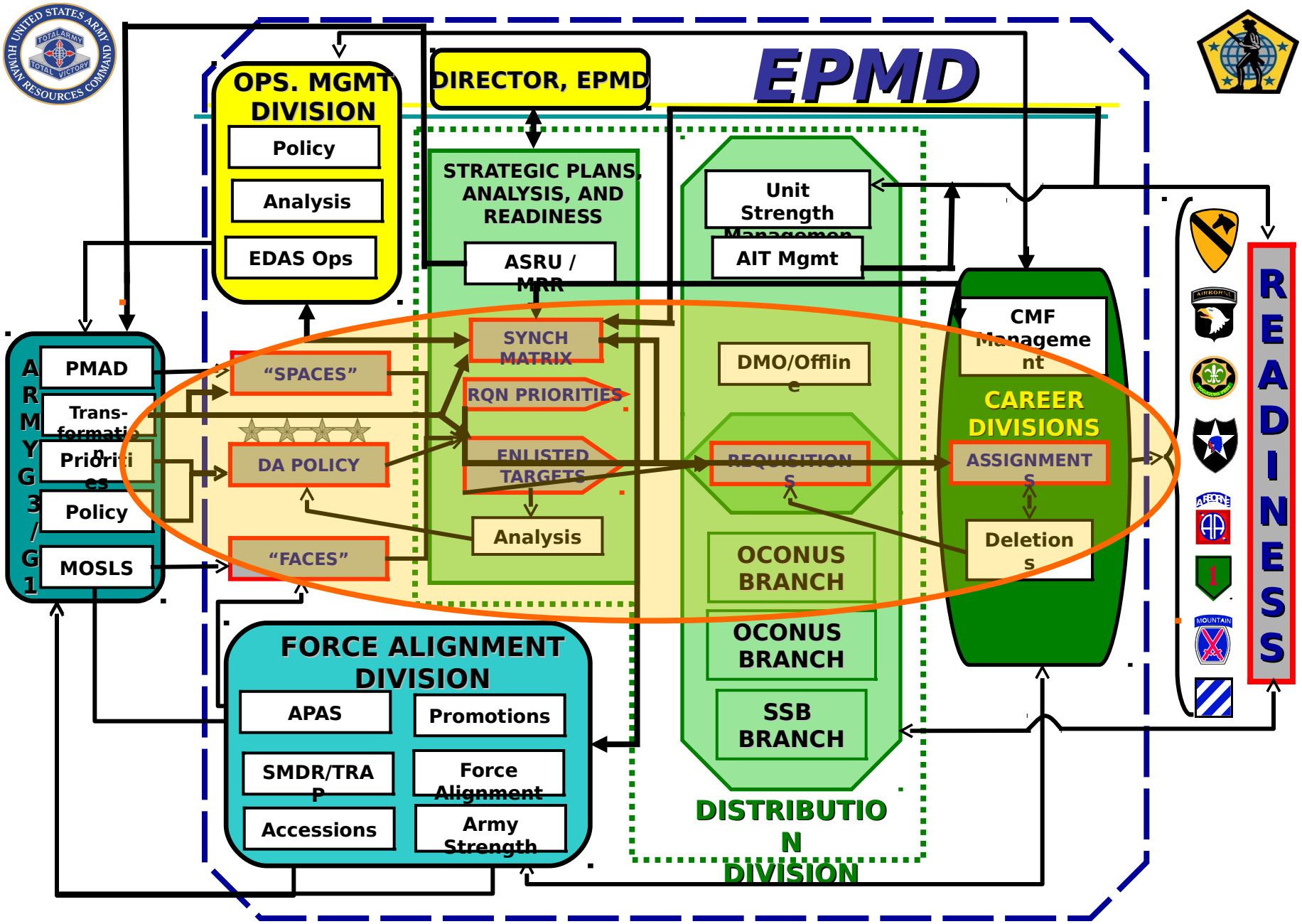
Others Not Listed
- INSCOM (-)
- CID CMD
- USACE
- MDW(-)
- SDDC
- MEDCOM
- AMC***

ARCENT

USANATO******
- COSCOMs
- Corps CS & CSS

* New Organization since October 2005
** TRADOC Aggregate ≥ 95% (100% fill Drill Sergeant & Recruiter
*** AMC – OPM-SANG and AFSC coded positions are MP1 elements
**** EUSA will be maintained at 92% aggregate strength
***** MCRU's in Reset could be as low as 50% aggregate fill
****** Enlisted PE positions targeted at 100%

For Official Use Only



For Official Use Only

The “Right 100%”

The ultimate goal is 100% grade and MOS match in deployed BCTs
- “Aggregate manning” leaves too many gaps in units

Manning units to the right 100% is subject to the following:

- Soldier dwell time impacts on ability to achieve right 100%
- Some exception MOS shortages will be short in BCTs and other
  (Critical MOS list is reference point for shortage MOS)
- Fill deploying units to the maximum available strength not to ex

<u>Mitigators</u>

- Continue to recruit excess Combat Arms MOS
- Allow limited number of excess MOS to fill critical MOS shortages
  (ie. 11Bs or 19Ds for 88Ms)
- Overfill SL1s and allow for promotion growth
- Develop “sweeps” and “safety nets” in EDTM to
  minimize PCS and maximize readiness

For Official Use Only

Reset Plans

- **Purpose: Provides redeploying units expectations and initial guidance on requirements upon redeployment.**

List Management

- **Targeted level of fill after stabilization**
- **Personnel Disposition Roster (PDR) requirement is critical**
- **BCT MOS/Grade numbers to be reassigned after stabilization period and plan to rebuild units for follow-on missions**
- **Modularity or redesign issues that may affect reset plan.**

For Official Use Only

Reset Plans (cont)

Redeployment Template		R-12	R-11	R-10	R-9	R-8	R-7	R-6	R-5	R-4	R-3	R-2	R-1	Stab 1	Stab 2	Stab 3					
100% of fill >=95% thru deployment														STAB	STAB	STAB					
Take-out plan DP at R-7 is to determine what % to reset the unit at if below 86%. Manning Guidance allows units to sustain a lower level of fill (as low as 50-60%)		R			R			P DD1		QC	DD2										

R-13 Replacement Package (In theatre) plan finalized.
R-12 At R-12 replacement requisitions are built.
R-8 EP and OP SYNCH RESET Plans for unit
R-7 SRB Plan and length, as well as other Re-enlistment options to Soldiers is developed
R-7 DD Conducts Decision Brief to director on Unit Strength During and at End of Reset
R-6 DD Briefs Reset plan to EP
R-5 PMAT - Visit or VTC
R-4 Confirm closure of REUP for PDA at R-3; NLT - QC List is run for redeploying Soldiers; Staff Call provides SITREP on Resset Plan
R-3 Build reqs for other than REUP PDA;
R-2 NCOES
R-1 Staff Call ; All Soldiers placed on AI

- **Reset Plan Timeline:**
  - **R-8: Synchronize Reset Plan with OP and DCSOPS**
  - **R-7: Develop SRB and re-enlistment plan; brief to Director EPMD**
  - **R-6: Reset Plan briefed to Career Divisions and provided to redeploying unit**
  - **R-5: PMAT (visit or VTC) to discuss/work reset plan, assignments, issues**
  - **R-4: Quick Clear list is run for redeploying Soldiers**
  - **R-2: NCOES plan completed and provided to redeploying unit and all assignment orders published**
  - **R-1: PMAT Visit to redeploying unit installation**

"People Always, Mission First"

For Official Use Only

Questions

For Official Use Only

HRC Overview

FY 07 Retention Training Seminar

ENLISTED PERSONNEL MANAGEMENT DIRECTORATE

For Official Use Only